



CITY ENGINEER

\$92,526- \$123,996

Plus Excellent Benefits

Apply By

December 4, 2015

(First Review, Open Until Filled)



WHY APPLY?



Beaverton is one of the most beautiful and livable areas of the Pacific Northwest. Nestled between the vibrant city of Portland and the green farm fields of Western Washington

County, Beaverton offers a strong business environment and the attractions of a large metropolitan area, but still has a home-town feel. Beaverton's business core is growing and residents enjoy a wide variety of cultural and recreational opportunities, an award-winning parks district, high-achieving schools and a community-oriented government.

If you are a progressive and innovative engineering professional looking for a challenging and rewarding career opportunity in an amazingly beautiful place to live, then this is the job for you!



THE COMMUNITY

Located in the heart of the Tualatin Valley, midway between majestic Mt. Hood and the spectacular Oregon coast, Beaverton combines the best of the energy of a big city and peaceful surroundings of a country setting. Beaverton is the sixth largest city in Oregon and is home to a population of approximately 94,000.

Beaverton lies seven miles west of downtown Portland in the heart of the "Silicon Forest", the economic lifeblood of the region. Some 300



high tech companies are located here, including the headquarters of global companies like Nike and Tektronix.

Beaverton is known for its low crime rate and there is a wide variety of housing stock, ranging from single-family houses on quiet cul-de-sacs to urban-core condominiums near shops and light rail transit stations. Beaverton offers a variety of family activities and amenities including the region's largest farmers market, a new library, more than 100 parks, bike paths and hiking trails. It is also conveniently located within an hour's drive of popular natural resources, including the Oregon coast, Mt. Hood and the Columbia River Gorge.

Through a partnership with Tualatin Hills Park & Recreation District (THPRD), citizens and guests are treated to a bounty of natural, historic, and scenic views while taking advantage of the available swimming pools, tennis and basketball courts, softball and soccer fields, and golf courses.

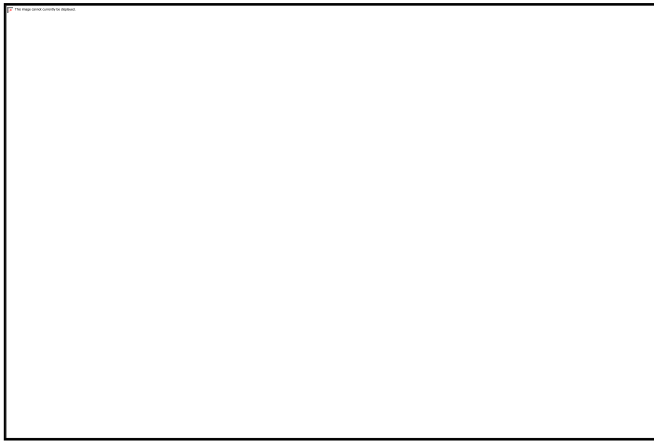
Nationally acclaimed for their students' high SAT scores, Beaverton schools have formed strong partnerships with area businesses. Several highly regarded private schools as well as some of the region's best state and private universities and community colleges are also located within 30 miles of Beaverton.

THE CITY

The City of Beaverton was incorporated in 1893 and operates under the provision of its own charter and applicable State law, with a Mayor-Council form of government. The city has a total of 530 regular employees, 59 of

whom are part-time. In addition, the city employs up to 100 temporary employees and seasonal workers.

Employees work out of multiple facilities located throughout the city within the following departments: City Attorney's Office, Community Development Department (including building, planning, and economic development), Finance (including municipal court, information systems, and web services), Human Resources, Library (main and branch), Mayor's Office (including arts and culture, emergency management, property and facilities, code compliance, mediation services, regraphics, solid waste and recycling, and strategic initiatives), Police, and Public Works (including operations and engineering).



Management employees are non-represented. Non-management employees are represented by one of two bargaining units: Service Employees International Union or Beaverton Police Association. Both contracts were successfully negotiated in 2015 and extend through June 30, 2018. The city prepares an annual budget in accordance with the Oregon Local Budget Law. Adopted expenditures for FY 2015-16 are \$191,591,398.

THE DEPARTMENT & POSITION

The Engineering Division within the Public Works Department has a total of 25 staff with 13 in Engineering, nine in Site Development and three in Transportation. Staff is anticipated to grow in the current year due to an upswing in development.

The division has an operating budget of roughly \$3 million along with managing an extensive capital budget that includes transportation/roads, water, storm water, and sanitary sewer projects. The City Engineer position has not been filled on a full time basis in recent years as it was combined with the duties of the Public Works Director. With the hiring of a new Public Works Director in June 2015, that will change with this hiring. The new City Engineer will report to the Public Works Director.

Duties of the City Engineer include:

- Develop, review, approve and implement division work plans, services, policies, procedures and reports. Set performance standards. Serve as a leader of the Engineering division senior management team. Evaluate performance and program effectiveness and take action for improvement as necessary.
- Manage staff to ensure city goals and objectives are met. Schedule, assign and review work. Make hiring decisions. Provide opportunities for developmental training and performance coaching to employees.
- Oversee the management of engineering plans review process for site development applications. Develop, manage and facilitate strategies for the resolution of complex and/or sensitive site development issues.
- Prepare, recommend and monitor projects and division budget. Provide explanation for variances.





CHALLENGES & OPPORTUNITIES

- 1) Overseeing Site Development during a time of explosive growth with numerous residential areas expected to develop adding an additional 3000 to 5000 housing units. In addition there are over \$650 million in school improvement plans including a new high school underway.
- 2) Nearly a third of the department is eligible for retirement. Staff development and succession planning will be a key issue for the new City Engineer while also allowing him/her to be actively engaged in developing a new team for the future.
- 3) New technology needs to be fully deployed and more actively utilized including electronic plan review and asset management systems that will help guide and inform future CIP plans.
- 4) The Engineering Design Manual is out of date and needs to be updated in time to help facilitate much of the new development that is beginning to take place.

- 5) Coordinate and participate in key discussions with surrounding cities and overlapping special districts.
- 6) Managing traffic flow has always been a high priority for Beaverton and will continue to be as the area becomes more populous and dense. Thus smarter systems and approaches will be key.

IDEAL CANDIDATE

Beaverton is seeking an outstanding leader and communicator who brings a positive and energetic attitude and is excited about developing a team and leading team members into the future. It is crucial the successful candidate be a lifelong learner who embraces the skills needed to lead while maintaining a strong interest and aptitude for engineering issues. The ability to break down complex issues, build and maintain relationships with other city departments and other government agencies and be supportive and interested in how technology can improve customer service, accuracy, productivity and employee morale is a must.

EXPERIENCE & EDUCATION

This position requires a Bachelor's degree in civil engineering, or related field, and 10 years progressively responsible experience in professional engineering in both the private and public sector, including 5 years in a supervisory or management role, or an equivalent combination of education and experience enabling the incumbent to perform the essential functions of the position.



COMPENSATION & BENEFITS

- **\$92,526 - \$123,996 salary** (DOQ)
- Health, dental, vision for employee and family currently paid at 100% HMO or 95% PPO by the city
- Oregon Public Employees Retirement System (city currently pays employee & employer contribution)
- Paid Time Off, Medical Leave, Paid Holidays
- Life Insurance, Long-Term Disability & AD&D
- Tuition reimbursement
- Annual TriMet Pass
- Wellness program

www.BeavertonOregon.gov

The City of Beaverton is an equal opportunity employer. All qualified candidates are strongly encouraged to apply by **December 4, 2015** (first review, open until filled). Applications, resumes and cover letters will only be accepted electronically. To apply online, go to

www.BeavertonOregon.gov. Resumes and cover letters can be mailed to Human Resources Department, 12725 SW Millikan Way, Beaverton, Oregon, 97005.

Qualifying veterans and disabled veterans may obtain preference by submitting as verification of eligibility a copy of the Certificate of Release or Discharge from Active Duty (DD Form 214 or 215) or a letter from the US Department of Veteran's Affairs indicating receipt of a non-service connected pension. Disabled veterans must also submit a copy of their veteran's disability preference letter from the Department of Veteran Affairs, unless the information is included in the DD Form 214 or 215. Veterans' Preference documentation must be submitted with your application.

